

## WHY A SPECIAL JOURNAL ABOUT CORRUPTION IN ORGANIZATION NOW?

Over the last few years the issue of corruption has attracted renewed interest both among scholars and policymakers. Today corruption is acknowledged to be a key factor in preventing development in large areas of the world, and accordingly a vast array of projects and tools have been developed to fight effectively against and to build a strong organizational system of immunity to corruption. I think the right time for this special journal has come for several reasons.

First, the study of the effects of corruption in the workplace has become one of the 21st century's most exciting and burgeoning fields of research. Corruption and its variants have been studied across a number of disciplines, including psychology, sociology, economics, law and political science. Corruption in organization has been examined by management scholars who perceive it from the 'micro' point of view (at the individual/group level of analysis), the 'macro' point of view (at the organizational/industrial/national level of analysis), the wide-ranging point of view (across the system), the long-term point of view (over time) and the deep point of view (looking for an in-depth understanding of corruption).

Corruption is also a construct that is multilevel and can be understood as being created and supported by social and cultural interaction. As a result, an ongoing dialogue on corruption permeates the levels of analysis and numerous research domains in organizational studies. Thus I see a major opportunity and necessity to look on corruption from a multilevel and multicultural perspective.

Second, in the global society of the world today where organizational boundaries are becoming increasingly transparent and during the Global Crisis, which has been rooted in unethical and corrupt behaviour of large corporations, a deeper understanding of corruption, its forms, typologies, ways to increase organizational immunity and the best practices how to fight against corruption that are particularly significant and can also uncover it means that individuals, groups, organizations and

whole societies can be used to sustain a sense of purpose, direction, meaning and the right way for creating a moral frame for the ethical behaviour in the world of flux.

Third, there is a growing pressure in the field of organizational studies and management to formulate theories that stimulate thinking of corruption, to change understanding of the phenomenon and, what is the most important, to carry out actions that produce valued outcomes (understood as the way for increased immunity to corruption in organization).

This is the right time for this special journal. This special issue of "Organization & Management" is based on extracts from a book "Organizational Immunity to Corruption: Building Theoretical and Research Foundations" edited by Agata Stachowicz-Stanusch. This book is addressing a wide range of topics about corruption in 32 chapters across 3 levels of analysis (understanding corruption, ways to increase organizational immunity to it and best practices/cases how to fight against corruption), this book brings together a number of leading scholars from all over the world. That makes it possible to look on corruption from a multilevel and multicultural perspective. This exciting book provides an authoritative and comprehensive overview of organizational corruption. It is an essential reference tool to carry out further research on corruption in organization. This book uncovers new theoretical insights that will inspire new questions about corruption in organization; it also changes our understanding of the phenomenon and encourages further exploration and research. This book was designed to achieve the following four goals:

1. To develop a multilevel and multicultural perspective on understanding corruption and a way to increase organizational immunity to it;
2. To provide individuals and groups with ideas, concepts, resources and the best practices that will support their attempts to create a moral frame for ethical behaviour of individuals in organization and organizations themselves.
3. To present corruption as a multidisciplinary, multilevel and multicultural field of inquiry.
4. To provide a foundation for building a community of numerous leading scholars from all over the world, of various disciplines, in all stages of their careers and to share their knowledge and experiences in understanding corruption in organization.

We believe that scholars of organizational studies are responsible not only for generating and disseminating knowledge about corruption but also for delivering practical solutions for business organizations to create the common wealth (Gioia, 2003). Such visionary aspirations cannot be achieved with corruption being an element of our everyday life.

This book will be published under the auspices of the Katowice Branch of the Polish Academy of Sciences in Q1 of 2010.